



# **Governor's Employee Advisory Council**

# Governor Patton created the GEAC to:



**Give merit state employees in non-supervisory positions the opportunity to be heard through a representative organization.**

**Consider enhancements to the personnel system that will serve employees and the state better.**

**Ensure that these employees have the opportunity to resolve conflicts and issues they may have in the workplace at the most immediate level possible.**

# What is the GEAC?

- The GEAC was established to make recommendations to and advise Governor Patton about specific issues that impact non-supervisory, merit employees.
- Six employee organizations--certified by the Kentucky Labor Cabinet-- were elected to represent categories of employees spelled out in the executive order.
- Employees of other constitutional offices and state education systems are not impacted by GEAC.

## GEAC can advise & make recommendations about:

- Employment terms and conditions other than those specified in personnel laws and regulations
  - ✓ Introduce problem solving and conflict resolution in a more cooperative and understanding environment
  - ✓ Life and Health Insurance
  - ✓ Certain issues about wages and hours
  - ✓ Compensation and Incentive Plans
- The GEAC does not involve binding arbitration or collective bargaining

# Who may join the Employee Organizations?

- Non-supervisory, merit employees
- Employees wishing to join an employee organizations may to pay dues directly or through payroll deduction, if they agree in writing
- There is no requirement that any employee to join an employee organization



# Employee Organizations may...

- Have access to non-supervisory, merit employees during non-work times in specified areas
- Employee organizations must make time and place arrangements before they visit
- Problems should be reported to the management support team


# Management Support Team will...

- Provide support to the GEAC
- Coordinate implementation of the Governor's order
- Facilitate adoption of rules and procedures
- Address emerging issues that impact the GEAC's work with state employees



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- Existing merit laws and regulations are not impacted by advice from and recommendations made by the GEAC
  - Only the Kentucky General Assembly can make changes to Kentucky merit laws
  - Employees may agree in writing to pay dues via payroll reduction to employee organization that represents their employee category
  - The employee categories were named in the executive order and classifications assigned by the Personnel Cabinet

## GEAC categories & the employee organization representatives

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- Clerical, Semi-Technical & Para-Professional Employees, United Auto Workers International
  - Health Services Employees, Service Employee International Union
  - Labor & Trades Employees, United Brotherhood of Teamsters
  - Employment & Social Services Employees, American Federation of State County and Municipal Employees
  - Corrections, Parole & other law enforcement employees, American Federation of State County and Municipal Employees
  - State Police Officers, Kentucky State Police Professional Association